

Pleasanton Police Department
Community Advisory Board
Tuesday January 25, 2022
Remillard Room

Department Attendees: Chief David Swing, Captain Kurt Schlehuber, Captain Larry Cox, Lieutenant Roy Gamez, Lieutenant Maria Munayer, Lieutenant Brandon Stocking, Lieutenant Chris Niederhaus, Lieutenant Erik Silacci, Business Services Manager Heather DeQuincy, Support Services Manager Megan Wilske, POA President Nick Albert, Community and Public Relations Coordinator Teri Yan, Administrative Assistant Kim Monfort

CAB Members in Attendance: Tim Barley, Tonya Bass, Gary Davila, Jennifer DeGroat-Penney, William Foley, Erica Gallegos, Latasha Jefferson, Gene Litvinoff, Sadpuneet Pamma, Raffiq Rajabali, Melanie Sadek, Sylvia Tian

CAB Members Unable to Attend: *Ediambolo Lokoto, Soraya Villasenor*

I. Chief's Welcome

Chief Swing welcomed everyone to the meeting and introduced the newest CAB member Sadpuneet Pamma. He also introduced all members of the Pleasanton Police Department management team. The management team played a critical role in the development of the Strategic Plan that will be presented later in the meeting. Chief Swing also introduced POA President Nick Albert and Community and Public Relations Coordinator Teri Yan.

II. Police Department Update

Pleasanton Police Department 's Semi-Annual update to City Council will occur on Tuesday, March 15th, 2022. Chief Swing stated that he will introduce the CAB to council at that meeting. (The meeting was paused so that Teri Yan could take a photo of the group, which will be shared with council.)

III. Old Business

a. Review of Priorities from CAB and PPD

Chief Swing thanked the group for their input on priorities for the CAB at the last meeting. He stated that the same exercise was done with the department's leadership team in early December, 2021. Both groups rated Crime Reduction as a high priority. The leadership team rated Recruitment/Retention the number one priority. The leadership team is very interested in hearing CAB member's ideas on how the department can enhance recruitment/retention. Resource Deployment

was also a high priority for the leadership team and they look forward to CAB discussions related to identifying needs from the community. Chief Swing provided CAB members with both priority lists and advised that those items will drive agendas moving forward.

IV. New Business

a. Strategic Plan – Development Process

Chief Swing advised that the Department's Leadership Team met off-site in Spring, 2021 to develop new Mission, Vision and Values Statements for the Pleasanton Police Department. In addition, the team came up with five goals which were brought back and shared with the department. Each Lieutenant was then given one goal and tasked with leading a multi-disciplinary work group of department personnel to identify Strategies and Action Items to support that respective goal. This work took several months and was a truly collaborative process. The culmination of that work is the Draft Strategic Plan. The timeline to accomplish all of the action items of the Strategic Plan is approximately three to five years.

b. Presentation of Individual Goals

The draft Strategic Plan consists of five goals which are in an intentional order. Each Lieutenant gave a 15-20 minute presentation on their respective goal allowing time for Q&A.

Goal #1 - Invest in a Healthy and Engaged Workforce (presented by Lt. Roy Gamez) Lt. Gamez shared that his team met 5 times and acknowledged the work of his group. His team came up with three Strategies:

- 1) Promote programs that focus on employee wellness to strengthen physical, mental and financial resiliency.
- 2) Invest in employee professional growth to increase the number of employees that submit or apply for special assignments, collateral assignments, and promotions.
- 3) Acknowledge exceptional performance by developing a robust employee recognition and award program.

Three to five action items were developed for each strategy. CAB members supported these strategies and discussed the benefit of staff receiving training on how to identify trauma. Mental Resiliency is an action item of Strategy 1. Dr. Penney suggested the department consider EMDR, which is a form of trauma therapy. CAB member Foley expressed the importance of Strategy 2 in terms of keeping staff motivated and helping with longevity and succession planning.

Goal #2 - Reduce Crime and Increase the Feeling of Safety (presented by Lt. Niederhaus) Lt. Niederhaus stated that he challenged his team to identify and look

at areas where the department is doing well and areas that need improvement. The team came up with the following three Strategies:

- 1) Reduce the level of violent crime in Pleasanton, as measured by the FBI Annual Crime Index, Western Region.
- 2) Reduce the level of property crimes in Pleasanton, as measured by the FBI Annual Crime Index, compared to previous reporting period.
- 3) Increase the feeling of safety in Pleasanton as measured by the community survey.

One Action item for Strategy 2 is the implementation of an Alternate Response Unit to help de-escalate violent subjects and connect service providers for long-term solutions. CAB raised issues such as the attire of Alternate Response Unit officers, plans for the community survey, how to sustain Strategy #2, and the changing bail schedules.

Goal #3 - Increase Community Trust (presented by Lt. Sarasua)

Lt. Sarasua shared that her group represented a cross section of the department (sworn and professional staff). Her group came up with 3 Strategies:

- 1) Promote a culture of transparency and accountability.
- 2) Develop community engagement strategies to enhance quality of life.
- 3) Increase outreach efforts with underrepresented communities.

Lt. Sarasua reviewed the action items for each Strategy. CAB member Bass stated that in her experience, children and adults of color are afraid of the police. The CAB discussed the importance of non-enforcement contact/outreach with youth. They also talked about implementing a quarterly newsletter.

Goal #4 - Create and Maintain a Culture of Inclusivity (presented by Lt. Silacci) Lt. Silacci stated that his work group included members from CIU, YCSU, SEU and P&T. They held 5 meetings and conducted an internal survey among department employees. 51% of staff responded. Lt. Silacci's team came up with the following Strategy:

- 1) Proactive outreach to ensure inclusivity across the entire organization.

CAB suggested adding a second Strategy that would focus on outward inclusivity, or inclusivity in the community. CAB member Rajabali suggested the consideration of a 360 evaluation. Chief Swing advised that is something the department is considering as part of the revamping of the evaluation system, an Action Item of Goal #5.

Goal #5 - Maximize Organizational Effectiveness and Efficiency (presented by Lt. Stocking) Lt. Stocking shared his passion for this goal and stated that it will

allow the department to accomplish the other four goals. His team came up with 4 Strategy items as follows:

- 1) Enhance internal and external communication.
- 2) Improve processes for enhanced efficiency.
- 3) Leverage technology for improved efficiency and citizen experience
- 4) Reimagine resource deployment.

An action item for Strategy 3 is to create a video camera registration platform for citizens to register privately-owned video systems available for review during criminal investigations. CAB asked for additional information on how that would work.

c. Wrap-Up

Chief Swing thanked CAB for their participation. He also thanked the Department's Management team for their presentations. Chief Swing will work with staff to finalize the Strategic Plan, taking everyone's feedback into consideration. The plan will be presented to City Council sometime during the spring. Command staff encouraged CAB to please submit any follow-up ideas, questions they might have.

V. Next Steps

a. Meeting Frequency

Given the number of priorities CAB would like to discuss, Chief Swing suggested the group consider meeting every month, as opposed to every other month; and/or extending the length of the meetings. Chief Swing asked CAB to think about this and Ms. Monfort will reach out to members next week to follow-up. Ms. Monfort will also send a calendar invitation for the next meeting, which is currently scheduled for March 22nd.

Meeting adjourned at 8:30 pm.